

Special Challenges in Career Management

Counselor Perspectives

EDITED BY

Alan J. Pickman, PhD

Special Challenges In Career Management Counselor Perspectives

J Rink



Special Challenges In Career Management Counselor Perspectives:

Special Challenges in Career Management Alan J. Pickman, 1997 Topics include outplacement counselor job loss and organizational change psychological perspectives psychological aspects of career counseling counseling older adults scientists minority clients special challenges in leading groups new models for career centers

Special Challenges in Career Management Alan J. Pickman, 2013-02-01 As the practice of outplacement counseling continues to evolve outplacement professionals are increasingly called upon to respond effectively to a rapidly changing set of counseling and business developments One of the major trends is that the skills and expertise of outplacement practitioners are of value to individuals still employed within corporate organizations as well as to those who have already lost their jobs Practitioners are designing programs and delivering services in the areas of executive coaching organization development internal career management and more Another trend is that career management professionals are challenged to provide effective services to an increasingly diverse group of candidates to ensure that they are maintaining the highest professional standards in their service delivery And more attention is being given to innovative applications of technology to career management services As a result of these evolving trends the need has never been greater for career management professionals to think clearly about the services they deliver to enhance their own professional development on an ongoing basis and to respond effectively to changes in the labor market One of the best ways to accomplish this growth is to fully tap the knowledge and experience of authorities in the field The contributors to this volume are established industry leaders with demonstrated expertise in their areas of special interest This volume is a valuable resource to all those interested in the fields of outplacement and career management especially current and would be practitioners Its contents will benefit candidates receiving career management services and human resources professionals whose organizations provide such services It is also of interest to those from a variety of academic backgrounds including counseling psychology organization development and industrial organizational psychology For all of these audiences this volume assembles practical state of the art information about important career development topics from a broad range of distinguished practitioners

Special Challenges in Career Management Alan J. Pickman, 1996

Practical Resources for Recruiting Minorities for Chief Executive Officers at Public Transportation Agencies, 2011 TRB's Transit Cooperative Research Program TCRP Report 148 Practical Resources for Recruiting Minorities for Chief Executive Officers at Public Transportation Agencies provides strategies to recruit minorities for chief executive officer CEO positions and offers resources to assist governing boards of public transportation agencies in the recruitment of minority CEOs The report also assesses the transit industry's recruitment processes for CEOs and provides a case for diversity that documents the benefits of minorities in public transportation leadership positions The report also describes strategies for retaining CEOs at public transportation agencies

Handbook of Industrial, Work & Organizational Psychology Neil Anderson, Deniz S Ones, Handan Kepir Sinangil, Chockalingam Viswesvaran, 2001-10-19 It is

absolutely up to date and very much international in its outlook Dr Rolf van Dick Dr Patrick Tissington Aston University The globalized nature of work in the new millennium implies that human resource management psychological theories of personnel and individual behaviour in the workplace have to change and evolve This volume mainly focuses on theories techniques and methods used by industrial and work psychologists Internationally renowned authors summarize advances in core topics such as analysis of work work design job performance performance appraisal and feedback workplace counterproductivity recruitment and personnel selection work relevant individual difference variables cognitive ability personality human machine interactions human errors training learning individual development socialization and methods and measurement

Current Topics in Management Robert Golembiewski, 2018-02-06 This annual series presents research on the theory and practice of management Volume 9 includes papers presented at the 2003 joint conference of the International Conference on Advances in Management ICAM and Korean Association of Public Administration This volume exemplifies ICAM's comparative orientation in its broad scope of management perspectives in its diverse locations of its research as well as its application and in its comparisons of findings methodologies and operational definitions Part 1 Organization Theory Change and Effectiveness discusses the relationship between ethical orientation and crisis management before and after the World Trade Center attacks and high success rates of organizational development and modern Hindu work ethics Part 2 Behavior and Attitudes in Organizations offers a nuanced perspective on organization's behavior academic wisdom versus practical realities in organization and regulatory focus as a determinant of occupational status Part 3 Business and Society Ethics and Values looks at crises in corporations and government due to corruption and unethical behavior Part 4 International and Cross Cultural Management looks at studies on leader power and how it is associated with subordinates conflict management strategies and propensity to leave a job in four countries the role of commitment to change as it is associated with reaction to organizational change in India and effective management of interdepartmental conflict in Greece Part 5 looks at the number of levels in multi level organizational research This volume will be of particular interest to corporate executives economists and labor studies specialists

Consultation for Organizational Change Anthony F. Buono, David W. Jamieson, 2010-09-01 This volume is a joint publication in the Research in Management Consulting and Contemporary Trends in Organizational Change and Development series This dual focus reflects the reality that consulting for organizational change is a special type of management consultation a complex field of endeavor that requires a broad range of skills and competencies To be truly effective change related consulting requires a unique client consultant relationship a special set of consulting skills an expertise in human and organizational systems and significant personal qualities It is in high demand in a world full of change Yet we still know relatively little theoretically about this type of consulting and have relatively little empirical evidence about what actually works and why As the contributors amply illustrate the Organization Development OD field has a well developed set of frameworks technologies and models of change

Still we need to focus on and learn more about the role of the OD consultant as a special kind of change agent A goal of this joint volume is to increase that specific body of knowledge and provide an illustration of much needed collaboration in bringing all possible resources to bear on our understanding of an increasingly critical and essential form of consulting

Executive Coaching Christina A. Douglas, William H. Morley, 2000 What does a typical coaching process look like What are the steps that lead through that process This book examines these questions and others in a review of the current literature about executive coaching The authors continue the discussion with a look at the themes revealed through their review and lay the groundwork for thinking about executive coaching as a process and relationship rather than just a brief fix it intervention

The European Social Model Adrift Serena Romano, Gabriella Punziano, 2016-03-09 This volume presents a new perspective for discussing the European social contract and its main challenges bringing together single nation and comparative studies from across Europe Presenting both theoretical discussions and empirical case studies it explores various aspects of social cohesion including social protection the labour market social movements healthcare social inequalities and poverty With particular attention to the effects of the international economic and financial crisis on social cohesion particularly in the light of the implementation of so called austerity measures authors engage with questions surrounding the possible fragmentation of the European model of social cohesion and the transformation of forms of social protection asking whether social cohesion continues to represent if it ever did a common feature of European countries Breaking new ground in understanding the future of Social Europe and its main dynamics of change The European Social Model Adrift will appeal to scholars of sociology social policy and politics with interests in social cohesion the effects of financial crisis and the European social model

The Oxford Handbook of Job Loss and Job Search Ute-Christine Klehe, Edwin A. J. van Hooft, 2018 Combining current knowledge from psychology sociology labor studies and economics The Oxford Handbook of Job Loss and Job Search presents one of the first comprehensive overviews of the knowledge and research on job loss and job search It provides readers with suggestions for further research and offers hands on practical advice

The Oxford Handbook of Job Loss and Job Search Ute-Christine Klehe PhD, Edwin van Hooft PhD, 2018-05-08 Job search is and always has been an integral part of people s working lives Whether one is brand new to the labor market or considered a mature experienced worker job seekers are regularly met with new challenges in a variety of organizational settings Edited by Ute Christine Klehe and Edwin A J van Hooft The Oxford Handbook of Job Loss and Job Search provides readers with one of the first comprehensive overviews of the latest research and empirical knowledge in the areas of job loss and job search Multidisciplinary in nature Klehe van Hooft and their contributing authors offer fascinating insight into the diverse theoretical and methodological perspectives from which job loss and job search have been studied such as psychology sociology labor studies and economics Discussing the antecedents and consequences of job loss as well as outside circumstances that may necessitate a more rigorous job hunt this Handbook presents in depth and up to date knowledge on

the methods and processes of this important time in one's life. Further, it examines the unique circumstances faced by different populations during their job search such as those working job to job, the unemployed, mature job seekers, international job seekers, and temporary employed workers. Job loss and unemployment are among the worst stressors individuals can encounter during their lifetimes. As a result, this Handbook concludes with a discussion of the various types of interventions developed to aid the unemployed. Further, it offers readers important insights and identifies best practices for both scholars and practitioners working in the areas of job loss, unemployment, career transitions, outplacement, and job search.

360°-Feedback Martin Scherm, Werner Sarges, 2019-11-11 Feedbackinstrumente werden von Unternehmen und Organisationen eingesetzt, um das Potenzial ihrer Führungskräfte und Top Fachkräfte nachhaltig zu entwickeln. Das 360° Feedback nimmt hierbei als multiperspektivischer Ansatz eine zentrale Rolle ein. In seiner klassischen Variante sieht es neben der kompetenzbezogenen Selbsteinschätzung einer Fokusperson die Fremdeinschätzung durch die Beurteilergruppen der Vorgesetzten, Kollegen und Mitarbeiter vor. Mittlerweile haben sich multiperspektivische Feedbackprozesse in der strategischen Personalentwicklung und als integraler Bestandteil der Development Programme von zahlreichen Unternehmen und Organisationen fest etabliert. Der vorliegende Band bereitet die theoretischen und methodischen Grundlagen praxisnah auf und gibt Konzepte für die erfolgreiche Durchführung von Feedbackprozessen an die Hand. Empfehlungen für die erfolgreiche Gestaltung von Feedbackgesprächen und zur Auswahl von Feedbackverfahren sind dabei ebenso Gegenstand des Bandes wie mögliche Probleme bei der Implementierung von Feedbacksystemen. Ausführlich wird auch auf die Frage nach positiven wie negativen Effekten von 360° Feedbacks eingegangen. Für die 2. bearbeitete und erweiterte Auflage wurden u.a. innovative Bezüge zum organisationalen Lernen aus Feedback und Leistungsbeurteilungen hergestellt. Die wissenschaftliche Literatur wurde aktualisiert und deutlich erweitert. Zudem werden verschiedene methodische Zugänge vorgestellt und neuere Befunde zur Frage der Kompetenzentwicklung durch Feedbackprozesse diskutiert. Schließlich wurden alle Praxisbeispiele vollständig bearbeitet bzw. neu konzipiert.

Coaching Leaders Daniel White, 2006-01-03 Coaching Leaders is written for coaches who are in the challenging position of working with leaders and helping them excel as the top executives and managers in their organizations. The book is filled with illustrative examples from Daniel White's practice as a successful executive coach. His clients' stories reveal the human drama of becoming a leader and explore the courageous and fascinating accomplishments these individuals have achieved in order to grow professionally. These stories also clearly show how a skilled coach adjusts to meet an individual client's personality and targeted challenge. Coaching Leaders includes a wide variety of effective coaching concepts and the information needed to guide leaders and help them maintain the motivation to change, battle anxiety, fear, and resistance, and achieve emotional intelligence.

The Chaos Theory of Careers Robert Pryor, Jim Bright, 2011-05-10 The Chaos Theory of Careers outlines the application of chaos theory to the field of career development. It draws together and extends the work that the authors have been doing

over the last 8 to 10 years This text represents a new perspective on the nature of career development It emphasizes the dimensions of careers frequently neglected by contemporary accounts of careers such as the challenges and opportunities of uncertainty the interconnectedness of current life and the potential for information overload career wisdom as a response to unplanned change new approaches to vocational assessment based on emergent thinking the place of spirituality and the search for meaning and purpose in with and through work the integration of being and becoming as dimensions of career development It will be vital reading for all those working in and studying career development either at advanced undergraduate or postgraduate level and provides a new and refreshing approach to this fast changing subject Key themes include Factors such as complexity change and contribution People s aspirations in relation to work and personal fulfilment Contemporary realities of career choice career development and the working world *Business* 2003

International Handbook of Cross-Cultural Counseling Lawrence H. Gerstein, 2009-07-29 The Handbook of International Counseling is an effort to bring together the current practices values attitudes and beliefs about counseling from countries around the globe The editors have selected leading experts in the field of counseling in a wide and culturally representative group of countries throughout the world This book will be the first volume that undertakes such an ambitious goal in the field of counseling

Development Through Life Barbara M. Newman, Philip R. Newman, 1999 A general introduction to the study of human development from conception through very old age Treats physical intellectual social and emotional growth in each of eleven stages emphasizing that development results from the interdependence of these areas at every stage

Career Development and Systems Theory Wendy Patton, Mary McMahon, 2006 The Systems Theory Framework was developed to produce a metatheoretical framework through which the contribution of all theories to our understanding of career behaviour could be recognised In addition it emphasises the individual as the site for the integration of theory and practice Its utility has become more broadly acknowledged through its application to a range of cultural groups and settings qualitative assessment processes career counselling and multicultural career counselling For these reasons the STF is a very valuable addition to the field of career theory In viewing the field of career theory as a system open to changes and developments from within itself and through constantly interrelating with other systems the STF and this book are adding to the pattern of knowledge and relationships within the career field The contents of this book will be integrated within the field as representative of a shift in understanding existing relationships within and between theories In the same way each reader will integrate the contents of the book within their existing views about the current state of career theory and within their current theory practice relationship Back cover ed *Vocational Psychological and Organisational Perspectives on Career*, 2009-01-01 It has long been lamented that although several disciplines contribute to career scholarship they work in isolation from one another thus denying career theory research and practice the benefits that multidisciplinary collaboration would bring This constitutes a lost opportunity at a time when new understandings and

approaches are needed in order to respond effectively to global changes in society and work This book takes a major step towards remedying this situation by bringing together two key perspectives on career the vocational psychological and the organisational interpreted broadly to include organisation behaviour and human resource management Written by international experts the book opens by identifying some of the tributaries that flow into the great delta of careers scholarship and noting the need to link what are at present separate islands of scholarship It is structured to allow comparison between the ways in which the two perspectives address career development and career management theory research and interventions It concludes by pointing to the possibilities for dialogue and even collaboration between these perspectives and suggesting ways in which these could be brought about The book will be essential reading for career scholars because with its potential to stimulate new thinking and developments in theory and research and also importantly in practice with beneficial spin offs for policy makers this dialogue could open a new phase in career scholarship With its overviews of the history theory research and practice of both perspectives the book will also be a valuable resource for students of both perspectives

Handbook of Innovative Career Counselling Jacobus G. Maree, 2019-07-20 This book examines a topic widely regarded as the most pressing in career counselling today i e how to ensure that everyone receives career counselling and that all workers have the opportunity to engage in sustainable decent work The author holds that career counselling should not only advance workers self and career construction helping them design successful career lives and make social contributions and live purposeful lives it should also expound new theoretical approaches and interventions Furthermore the book criticizes global society for overlooking the basic needs of many workers especially the most vulnerable and disadvantaged An important feature of the book is its emphasis on promoting a creative and innovative approach to career counselling so as to better answer contemporary career related questions It offers guidance on how to advance entrepreneurship and help workers develop critical thinking curiosity creativity collaboration and communication skills In this way the book promotes innovation in career counselling and maps the way forward in a theoretical and practical manner that helps clients flourish rather than merely survive in turbulent times impacted by the fourth wave in psychology career counselling the economy as well as the 4th industrial revolution Work 4 0

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